


# **Snowmass21 Townhall : Diversity/Inclusion/Equity**









Community Engagement Frontier

# Who/what/where/when/why?

Snowmass is a process that can be most successful when everyone's voice is heard! *We are shaping the field of high energy physics for everyone involved, so everyone's ideas should have equal weight in the process.* We implore everyone who considers themselves a part of our high energy physics community to *contribute to the Snowmass proceedings during course of the coming year* through *virtual or in person meetings like this, on the slack workspace, or the email lists.* Whether you are a **graduate student, technician, post-doc, academic faculty, engineer, research scientist ... we welcome everyone** to contribute in this discussion.

If you feel this is not the case for whatever reason, don't hesitate contact the conveners of the Diversity & Inclusion topical group of the Community Engagement Frontier: [Mu-Chun Chen](#), [Sam Meehan](#), [Carla Bonifazi](#), and [Ketevi Assamagan](#).

## We are one Fermilab

-  Everyone is worthy of respect
-  Encourage discussion
-  Genuinely listen
-  Collaborate
-  Respect the messenger
-  Have courage
-  Own your voice
-  Be kind
-  Fresh perspectives lead to innovation
-  Encourage others to speak
-  Own it, mistakes happen
-  Share the air

... and SLAC, BNL,  
LBNL, CERN, ... all the  
labs and universities

# Guidelines for the discussion

**[1] Be Seen :** Please raise your hand on Zoom if you would like to make a comment or ask a question. Please wait to be called on by the session moderator before speaking.

**[2] Be Mindful :** Please be mindful of others if you are dominating the discussion. Share the air. We want to hear as many voices as possible.

**[3] Be Relevant :** Please keep questions and comments relevant to the discussion.

**[4] Be Respectful :** As always, be respectful of your colleagues. Everyone has a right to be heard, so speak up but give space for others to contribute as well. Let's have a good meeting!

**[5] Stay connected...**

- Listserv: [SNOWMASS-COMMF-03-DIV\\_INCL@FNAL.GOV](mailto:SNOWMASS-COMMF-03-DIV_INCL@FNAL.GOV)
- Slack: Go here <https://snowmass2021.slack.com/> → join channel commf03-div\_incl
- Google Doc: notes/minutes archived here - [link to Google Doc](#)

## **Topic of the Hour**

***“Code of Conduct and  
Accountability”***